



Pathways Taskforce

**March 23, 2015
10:00a.m. – 11:30a.m.**

**Indiana Government Center South
Conference Room 1
Public Entrance 302 W. Washington Street
Indianapolis, IN 46204**

MEETING MINUTES

Members Present: Mike Barnes, Jason Bearce, Betsy Delgado, Lt. Governor Sue Ellspermann, Roger Feldhaus, Matt Fleck, Jessica Fraser, Angela Klitzsch, Marie Mackintosh, Betsy McCaw, Peggy Wild (for SPI Glenda Ritz), Ian Steff, Jeff Terp (for Calvin Thomas), Dan Waldrop, Lynne Weisenbach

Members Not Present: JR Gaylor, Representative Christina Hale, Gary Hobbs, Amy Marsh

Staff Present: PJ McGrew

I. Welcome and Call to Order

Lieutenant Governor Sue Ellspermann called meeting to order at 10:01 a.m.

II. Review and Approval of February 24, 2015 Meeting Minutes

A motion to accept the minutes from the previous meeting was made by Mr. Waldrop and was seconded by Mr. Fleck. The motion to adopt the minutes passed by unanimous voice vote.

III. Career Pathway Definition

Ms. Mackintosh, Associate Chief Operating Officer for Workforce Strategy at the Department of Workforce Development, stated that Career Pathways are a combination of rigorous and high-quality education, training, and other services that: align with the skill needs occupations and careers with a focus on regional industries which are critical to Indiana's current and future economy, and help an individual enter or advance within a specific career cluster.

Ms. Mackintosh continued to also define Sector Partnerships as a workforce collaborative which: acts in partnership with a state or local board, includes representation from government, education, training, economic development, labor, and community organizations, organizes key stakeholders from an industry cluster into a working group that focuses on the shared goals and human resource needs of the industry cluster, and provides a mechanism for education, job skills training, and career development that corresponds to sector needs. The state needs to determine if, and if so how much, funding is needed to launch new partnerships and/or enhance the work of existing partnerships.

IV. Identifying Priority Sectors

Ms. Mackintosh discussed reasons why Indiana should identify priority sectors. First, doing so creates consistency through statewide definitions. A statewide approach is meant to increase capacity at the regional level, not stifle innovation. Second, doing so helps to ensure system alignment and a focused use of the state's limited resources. Third, determining priority sectors can help to create a uniform message around career counseling. Also, doing so is articulated as a strategy in the Career Council's Strategic Plan.

Ms. Mackintosh then discussed recent studies focused on priority sector identification, such as a recent economic supply and demand analysis performed for the Indiana Works Councils by FutureWorks, as well as a report from the Brookings Institute titled "Americas' Advanced Industries" which focuses on research and development and STEM occupations.

Recommendations for the State's approach are three fold. For adult workers and learners, the state should use snapshots of the data to identify the top sectors with immediate needs as "Priority Now" sectors. For K-12 students, the state should consider building off of the Brookings Institute report by linking advanced industries to career clusters, as well as broaden the role that STEM skills play in career counseling and courses. Finally, urgency is needed to identify priority sectors regardless of the "audience".

Recommendations were offered for which sectors to identify as "Priority Now" sectors. The top five were listed as: advanced manufacturing, agriculture, health science, information technology, and transportation, distribution, and logistics. These five sectors were selected by using the FutureWorks economic supply and demand analysis, weighted salaries for sectors, and the number of job opportunities per sector. These "Priority Now" sectors should be looked at on the regional level in order to devise the best approach for focusing on each of these five sectors. For in-demand sectors at the regional level falling outside of these five, the state will provide guidance for approaching the non-listed sectors. A list of methodologies and questions was provided surrounding "Priority Now" sectors.

Discussion occurred regarding employers hiring employees before the employee finishes a certification or degree program they are enrolled in. L.G. Ellspermann recommended that the state encourage employers to encourage their employees to finish any certification or degree program they have previously begun.

Ms. Mackintosh then discussed a possible sixth sector for the list called Advanced Industries. If this sector was added to the list it would require that innovative regional approaches be developed in order to design career counseling toolkits and to design pathways and curriculum for this sector. A list of tasks to focus on the Advanced Industries sector was provided.

V. Promoting *A Guide to Talent Attraction and Development for Hoosier Employers*

This guide was provided for discussion at the last Taskforce meeting. L.G. Ellspermann debuted the guide at the BioCrossroads event last week, with a limited distribution at the event. CHE will include it among their linked resources for Career Ready activities from April through July. The guide was sent to the Works Councils and the Workforce Investment Boards for further distribution.

Additionally, a link to the guide is posted on the Career Council's website and can be found here:

http://in.gov/icc/files/A_Guide_to_Talent_Attraction_and_Development_for_Hoosier_Employers.pdf

VI. Education Workforce Innovation Network Technical Assistance

Ms. Mackintosh introduced Todd Hurst, Director of Education and Workforce Innovation with Center for Excellence in Leadership of Learning (CELL). Mr. Hurst provided a background for CELL and the Education Workforce Innovation Network (EWIN) then moved on to the EWIN initiatives for the state, such as: focus on regional approaches, used data to focus on outcomes, clarify terminology for terms such as pathways and advanced industries, and encourage collaboration to work toward outcomes and terminology definitions. EWIN's strategy will be twofold: a process-oriented strategy focused on coalition building and an outcome-oriented strategy focused on sector partnership development and pathway development. EWIN is also providing technical assistance to each of the 11 Regional Works Councils focused on coalition building, sector partnerships, and pathway development. EWIN will host three events focused on coalition building to help identify what this process looks like and discuss best practices. Mr. Hurst then made the following recommendations: align EWIN Technical Assistance projects with the Career Council Pathways Taskforce initiatives, develop consensus regarding definitions on Sector Partnerships and Pathways among state-level partners that remain flexible enough for local adaptation, and begin to formulate long-term benchmarks and goals around sector partnerships and regional/local pathways.

VII. Next Steps

The taskforce should look to adopt the "Priority Now" sectors methodology, adopt the "Advanced Industries" focus, and make recommendations to the Career Council so agencies can begin to implement appropriate policies. Furthermore, future meetings should include: refining the recommendations for priority sectors, an overview of Sector Partnerships and Career Pathway frameworks, career counseling updates from IDOE, and continued promotion of work-and-learn opportunities.